

Compensation Disclosure

In accordance with the Minister's Order for Disclosure of Compensation and Other Payments under the Ontario New Home Warranties Plan Act, we are providing the following breakdown of 2018 compensation for the Tarion Board of Directors and executives.

Annual Tarion Compensation Disclosure – 2018					
Board of Directors					
Director Position	Director Number	Annual Retainer (\$)	Per Diem Remuneration (\$)	Total Compensation Earned (\$)	Fraction of the Year as a Director
Chair	1	\$ 11,667	\$ 7,863	\$ 19,529	0.33
Chair*	2	\$ 28,167	\$ 19,538	\$ 47,704	1.0
Vice Chair	1	\$ 16,250	\$ 35,738	\$ 51,987	1.0
Director	1	\$ 11,250	\$ 13,913	\$ 25,163	1.0
Director	2	\$ 7,500	\$ 9,400	\$ 16,900	0.67
Director	3	\$ 12,583	\$ 14,725	\$ 27,308	1.0
Director	4	\$ 11,250	\$ 11,663	\$ 22,913	1.0
Director	5	\$ 16,917	\$ 12,912	\$ 29,829	1.0
Director	6	\$ 16,250	\$ 17,738	\$ 33,987	1.0
Director	7	\$ 11,250	\$ 30,213	\$ 41,463	1.0
Director	8	\$ 11,250	\$ 21,300	\$ 32,550	1.0
Director	9	\$ 11,917	\$ 32,213	\$ 44,129	1.0
Director	10	\$ 13,250	\$ 19,100	\$ 32,350	1.0
Director	11	\$ 11,917	\$ 32,213	\$ 44,129	1.0
Director	12	\$ 11,250	\$ 14,388	\$ 25,638	1.0
Director	13	\$ 11,698	\$ 13,200	\$ 24,898	1.0
Director - OPS	14	N/A	OPS Employee	N/A	1.0
Total		\$214,364	\$306,112	\$520,476	

Notes:

*Served 4 months as Director and 8 months as Chair

Annual Tarion Compensation Disclosure – 2018

Executives

Position	Position Number	Cash Compensation (\$) (a)	Pension and Other Compensation (\$) (b)	Total Compensation Earned (\$) (a+b)	Fraction of the Year in the Position
President & Chief Executive Officer, Registrar	1	\$681,616	\$87,794	\$769,410	1.0
Chief Operating Officer, Deputy Registrar ⁽¹⁾	1	\$218,235	\$23,523	\$241,758	0.17
Senior Vice Presidents	1	\$387,117	\$37,850	\$424,967	1.0
Vice Presidents ⁽²⁾	1	\$360,210	\$53,425	\$413,635	1.0
	2	\$305,187	\$35,434	\$340,621	1.0
	3	\$293,958	\$45,475	\$339,433	1.0
	4	\$283,706	\$38,571	\$322,277	1.0
	5	\$232,110	\$38,053	\$270,164	1.0
	6	\$211,797	\$29,261	\$241,058	1.0
Assistant Vice Presidents, Deputy Registrars ⁽³⁾	1	\$192,212	\$37,110	\$229,321	1.0
	2	\$206,810	\$17,263	\$224,073	1.0
	3	\$206,478	\$17,233	\$223,711	1.0
Total		\$3,579,436	\$460,992	\$4,040,428	

Definitions:

- a) Cash compensation consists of base salary and incentive paid in respect of the reported year.
- b) Pension and Other Compensation include pension contributions, and car allowance paid by Tarion in the reported year.

Notes:

- 1) The fraction of the year for the COO position represents that position was only with the organization for partial of the year. Note that the Cash compensation included the short-term incentive payment earned in 2017 but paid in 2018.
- 2) This category includes: VP & General Counsel; VP, Operations; VP & CIO; VP & CFO; VP, HR; VP, Stakeholder Relations.
- 3) This category includes: Deputy Registrar (1 incumbent); Assistant Vice President & Associate General Counsel; Assistant Vice President, Finance.